

#3

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As the below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below beneath my name.

I believe I am an original joint inventor of the subject matter which is claimed and for which a utility patent is sought on the invention titled System and Method for Determining and Implementing Best Practice in a Distributed Workforce, the specification of which was filed on January 11, 2001, as United States Application No. 09/757,700.

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims.

I acknowledge the duty to disclose to the United States Patent and Trademark Office all information known to me to be material to patentability as defined in Title 37, Code of Federal Regulations, § 1.56.

I hereby appoint the following attorneys to prosecute this application and to transact all business in the Patent and Trademark Office connected therewith:

Paul J. Berman, Reg. No. 36,744
Andrea Reister, Reg. No. 36,253
Thomas W. Krause, Reg. No. 40,335
Kurt G. Calia, Reg. No. 38,702
Richard P. Dulik, Reg. No. 40,598
Scott B. Markow, Reg. No. 46,899

Henry P. Ting, Reg. No. 46,278
Jean M. Perron, Reg. No. 31,180
David P. Ruschke, Reg. No. 40,151
Grady White, Reg. No. 40,874
Anthony S. Yoo, Reg. No. 45,540

Address all correspondence to Covington & Burling, Patent Docketing Department, 1201 Pennsylvania Avenue, N.W., Washington, D.C. 20004-2401.

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Full name of inventor: Thomas N. Anderson (please print)

Inventor's signature: Thomas N. Anderson Date: 3/27/01

Residence Address: 74 Buccard St - Citizenship: USA
SHERBORN, MA 01770

Post Office Address: _____

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Full name of inventor: ANDREAS BOUTOS (please print)

Inventor's signature: Boutos

Date: 3/29/01

Residence Address: 242 EAST 72ND ST.
APT. 17D
NEW YORK, NY 10021

Citizenship: GREEK

Post Office Address: _____

COPY

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As the below named inventor, I hereby declare that:

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O I P E
APR 30 2001
U.S. TRADEMARK & PATENT OFFICE
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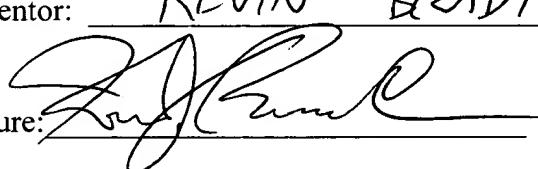
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Full name of inventor: KEVIN BRADICICH (please print)

Inventor's signature:  Date: 4/25/01

Residence Address: 13 Indian Head Road Citizenship: USA
Riverside, CT 06878

Post Office Address: _____

ORIGINAL

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Full name of inventor: NATHANIEL WHITMAN FOOTE (please print)

Inventor's signature: Nath
Foot

Date: Mar. 26, 2001

Residence Address: 333 OTIS ST

Citizenship: U.S.A.

NEWTON MA 02465

Post Office Address: 333 OTIS ST.

NEWTON MA 02465

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Full name of inventor: Jonathan B. Harris (please print)

Inventor's signature: Jon B. Harris Date: 4/13/2001

Residence Address: 54 Riverside Dr. #6B Citizenship: USA
New York, NY 10024

Post Office Address: _____

RIGINAL

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Full name of inventor: BRIAN G. HANESSIAN (please print)

Inventor's signature: Brian G. Hanessian Date: 3/23/01

Residence Address: 1328 E. Madison PK. Citizenship: USA

Chicago, IL 60615

Post Office Address: _____

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Full name of inventor: Quentin Horne (please print)

Inventor's signature: Zan Horne Date: 3/28/01

Residence Address: 1720 Wynkoop #413 Citizenship: USA
Denver CO 80202

Post Office Address: _____

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Full name of inventor: BRIAN G. KANNER (please print)

Inventor's signature: Brian G. Kanner Date: April 23, 2001

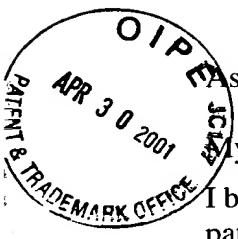
Residence Address: 10 Harbor Drive Citizenship: US

Kennebunkport ME 04046

Post Office Address: _____

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Full name of inventor: David Krause (please print)

Inventor's signature: David Krause Date: 4/23/01

Residence Address: 12/39 Elizabeth Bay Rd. Citizenship: USA

Elizabeth Bay NSW

Post Office Address: Australia 2011

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Full name of inventor: John Lucas (please print)

Inventor's signature: John Lucas Date: March 27, 2001

Residence Address: 2601 Thayer Citizenship: USA
Evanston, IL 60201

Post Office Address: _____

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Full name of inventor: Simon Mendelson (please print)

Inventor's signature: sim mend Date: 4/3/01

Residence Address: 180 East 79th #5F Citizenship: USA
New York, NY 10021

Post Office Address: _____

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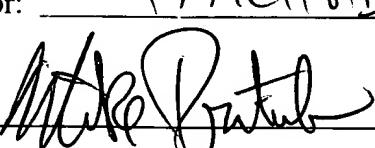
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Full name of inventor: MICHAEL S. PRITULA (please print)

Inventor's signature:  Date: 3/30/01

Residence Address: One Coopers Rd. Citizenship: U.S.

Scarsdale, NY 10583

Post Office Address: _____

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Full name of inventor: Nicholas Rudd (please print)

Inventor's signature: Nicholas Rudd Date: 4/2/01

Residence Address: 33 Riverdale Drive, 15C Citizenship: USA
New York, NY 10023

Post Office Address: same

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Richard P. Dulik, Reg. No. 40,598

Anthony S. Yoo, Reg. No. 45,540

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Full name of inventor: Nancy Thurmon Schmitt (please print)

Inventor's signature: Nancy Thurmon Schmitt Date: 4/3/01

Residence Address: 40 East 83rd #25 Citizenship: US

Post Office Address: 40 East 83rd #25

NY, NY 10028

ORIGINAL

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As the below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below beneath my name.

I believe I am an original joint inventor of the subject matter which is claimed and for which a utility patent is sought on the invention titled System and Method for Determining and Implementing Best Practice in a Distributed Workforce, the specification of which was filed on January 11, 2001, as United States Application No. 09/757,700.

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims.

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Full name of inventor: Ellen Wilson Shumway (please print)

Inventor's signature: Ellen W. Shumway Date: 4/11/01

Residence Address: 2632 N. Bosworth Citizenship: USA
Chicago, IL 60614

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Full name of inventor: LAURENCE PIER S SMITH (please print)

Inventor's signature:  Date: 3/27/01

Residence Address: 10 ASK ST, Citizenship: BRITISH

NATICK, MA, 01760

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Full name of inventor: Nancy Gail Taubenslag (please print)

Inventor's signature: N - TBS

Date: 4/2/01

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Post Office Address: Searsville NY 10583

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Post Office Address: Searsville, NY 10583

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Full name of inventor: John Adams Wilcox (please print)

Inventor's signature: Date: 3/29/01

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Full name of inventor: Kristina Maria Wollschlaeger (please print)

Inventor's signature: M. Wollschlaeger

Date: 3/28/2001

Residence Address: 35 Strong Place Citizenship: German
Brooklyn, New York 11231

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Brooklyn, New York 11231

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Full name of inventor: William B. Joiner (please print)

Inventor's signature: William B. Joiner Date: 3-26-01

Residence Address: 883 Barrett's Mill Rd. Citizenship: USA
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